



Oide

Tacú leis an bhFoghlaim
Ghairmiúil i measc Ceannairí
Scoile agus Múinteoirí

Supporting the Professional
Learning of School Leaders
and Teachers

Shared Leadership of DEIS

Kate Liston
Senior Leader, Primary Inclusion Team

Adrienne Darby
Professional Learning Leader, Leadership Team





Key Messages

DEIS schools should continue their DEIS action planning across the key themes of DEIS using the SSE six step process.

Distributed Leadership and the role of school leaders are central to the development of a whole school approach to engaging with the Action Planning for Improvement Process

A key focus of the action planning for improvement process is the analysis of evidence to determine whether actions and interventions undertaken are resulting in improved outcomes for those pupils most at risk of educational disadvantage

Keeping the process manageable and impactful is an essential element of DEIS Planning.

Purpose and Aims of the DEIS Programme



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The purpose of the DEIS programme is to support those students who are at greatest risk of educational disadvantage and to improve their educational outcomes.

DEIS Grant Allocation Letter July 2022

- Identify students most at risk from educational disadvantage
- Identify the needs of these students
- Identify the priority areas to meet these needs

- Devise clear targets based on robust evidence to meet the identified needs
- Identify and plan for the implementation of interventions to meet these targets
- Monitor the success of these interventions



Action Planning for Improvement



Key Enablers and Themes



Process



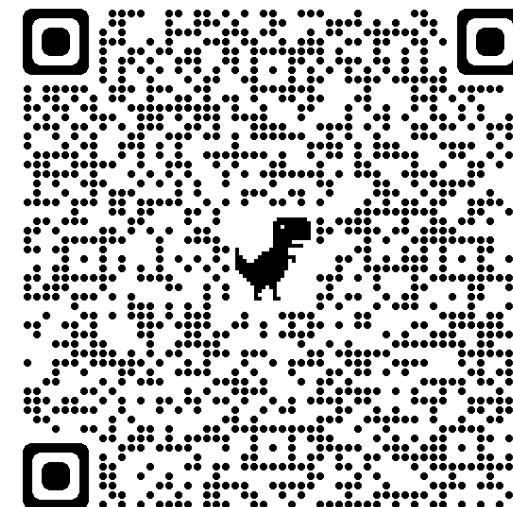
Building Leadership Capacity

"Effective Leaders in DEIS schools share and distribute leadership responsibilities in terms of DEIS action planning with other staff members.

They build leadership capacity throughout their schools."

Looking at DEIS Action Planning for Improvement 2022, p.19

Think, Pair, Share: What are the characteristics of a culture of distributed leadership?





Building Leadership Capacity – the fundamentals

Know your team; Know their strengths

Allow space and time for collaboration

'Work through Trust' (JWB)

Communicate...Communicate

Focus on relationships

"The formal leaders provide the opportunity for the informal leaders to come forward" - Dr Alma Harris





Keeping it Manageable

Identifying Focus




What is our area of focus?

- Who decides?
- How?

DECIDING WHAT NOT TO DO IS AS IMPORTANT AS DECIDING WHAT TO DO

— STEVE JOBS



Think, Pair, Share:


What strategies have you used to identify focus?

What are the possible opportunities at this step to develop leadership capacity?



Strategies for identifying focus

Stickperson

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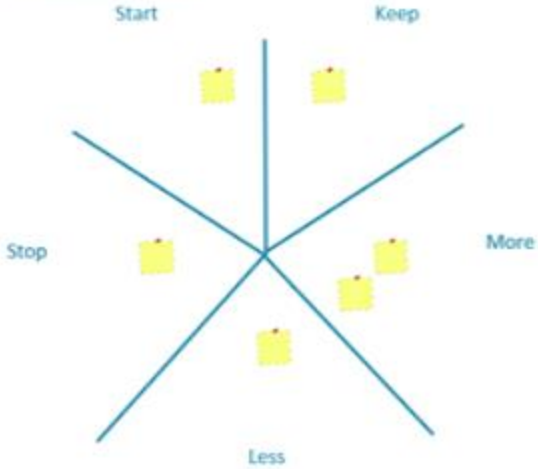
STICKPERSON ACTIVITY FOR STAFF CONSULTATION

STICKPERSON ACTIVITY INSTRUCTIONS:


Draw/display the graphic (KEEP, MORE, LESS, STOP, START) on a flip chart/noticeboard. Allow staff to add post-it(s) to each section.

- **Keep:** Keep doing?
- **More:** What might we do more of?
- **Less:** Less of?
- **Stop:** What should we stop doing?
- **Start:** What might we start?

It is important to allow time for this activity so perhaps leave it on display for a week/two weeks before collating the data collected.



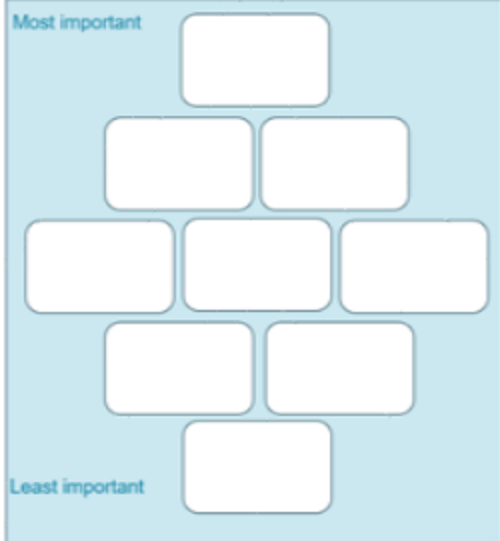
Diamond Nine

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Diamond 9 Prioritising Activity

The Diamond 9 is designed with a view to helping small groups/staff rooms to effectively prioritise.

- Users list their pressing responsibilities and demands (up to nine) and then arrange them in a diamond formation.
- They must place the demand / responsibility with the highest priority at the top of the formation and the least important statement at the bottom.
- The second, third and fourth row consists of demands / responsibilities that are ranked with descending priority, with each row having two and three respectively.





Keeping it Manageable

Gathering Evidence

- **Be specific** about the data you need – avoid data overload!
- **Where** will you get your information from?
- **Who** will you get your information from?
- Always ask "**Why** am I collecting this ? **What** will it tell me?"
- **How** will this help me monitor impact on the children at risk?



Who on your staff could take responsibility for this step?



Keeping it Manageable

Analyse & Make Judgements

Questions to Ask:

- What are the key messages & themes?
- What are our strengths & our priorities?
- Who will analyse this information?
- What skills are needed to analyse the data?
- What is the data not telling us?



Important: Allow sufficient time to carry out this analysis



Keeping it Manageable Write and Share Plan

What would the features of a good DEIS plan be?

- Concise: 1 to 2 targets in each area
- Actions closely aligned to those targets
- Celebrate school strengths
- Accessible for all staff: Clear language and not a lengthy document (1 to 2 pages per theme).
- High visibility: Copy in all classrooms, DEIS plan board, shared with stakeholders
- Assign responsibility to different members of staff to update areas



Keeping it Lit!

Put into action

- Clarity around **roles** - **who** is expected to do **what** and **when**?
- Clarity around the **rationale** for DEIS plan: get **buy-in**.
- Is there any **CPD** required to enable people to carry out the actions?
- Constant **reminders** of targets and actions.
- Ongoing **monitoring** to see if targets are being met and actions carried out.
- Frequent **communication** and **celebration** of small wins.

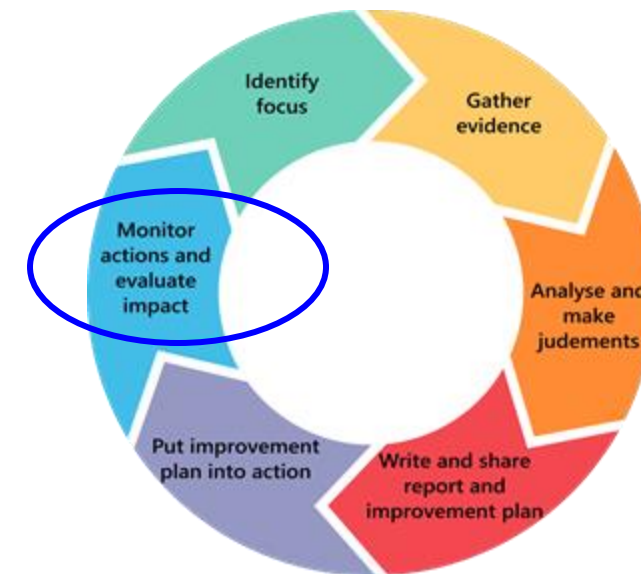




Monitor Actions & Evaluate Impact

Déan monatóireacht ghníomhartha agus dean meastóireacht ar thionchar

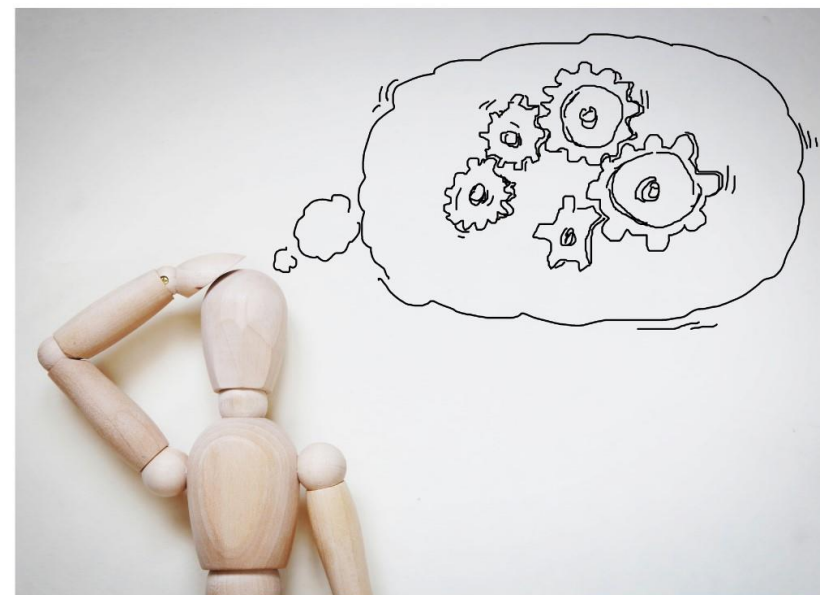
- Frequent **monitoring** of targets and actions.
- Be clear about **who** monitors and **when**.
- Identify **early if targets** are *not* being *met*.
- Identify **early if actions** are *not* being *carried out*.
- What **evidence** is needed for the ongoing monitoring of progress?
 - Keep it simple.
- What **evidence** is needed for the overall evaluation of progress?
 - Compare to the target and the original baseline data.
 - Make **adjustments** to the targets and actions if needed.





Reflection

What are my key take-aways today?





Supports



Oide

Digital Technology

Droichead Induction

Primary

Post-Primary

Irish-medium Education

Leadership



Droichead

Coming Soon



Junior Cycle Registration

Apply/Book Here



Primary and Post-primary
School Support

Apply/Book Here